Abstract

Labour laws have been widely studied for almost a decade and various recommendations have been made to reform labour laws in the current era of globalization. In spite of it, the issue pertaining to labour welfare, flexibility in labour laws and provision for HRD for better industrial relations, persists even today. In most cases, labour laws are employee protective laws and not employee development or organisation development laws. The Second National Commission on Labour has been made recommendations to the Government to reform labour laws in India by highlighting the need for human resource development in organisations as well flexibility in labour laws to enable Indian industries to compete internationally. Highly significant labour legislations are selected through an in depth study for identifying the human resource development aspect covered under it. Individual development (personal), career development (professional) and organisational development (whole organisation) which are the three broad fundamental components of human resource development, may be rightly designated as Human Resource Development Index (HRDI), are analysed for the study. The Confirmatory Factor Analysis is used for finding the extent of human resource development. For this purpose, three confirmatory variables are defined; Individual development, Career development and Organisational development. It is also found that Labour Laws in India cover only very little provision for employee development leads to inefficient utilisation of human resources in the organisation. The study reveals that the labour legislations in India do not cover employee development provisions significantly. The study highlights the relevance of separate Act incorporating compulsory provisions for employee development, especially in large sector undertakings by pooling together the existing structural facilities with vivid and specific modus operandi.

**Key words:** Labour legislations; Human Resource Development Index; Confirmatory Factor Analysis, Separate Act